



Plan enhancements are coming your way!

During the past year, MOSERS has been working closely with ING (record keeper for the State of Missouri Deferred Compensation Plan) to review all aspects of the Plan, including the current investment line-up, fees, and the resources available to participants to help them prepare for retirement.

What we learned through our research is:

- There is a significant need for state employees to save for their retirement to supplement their MOSERS or MPERS and Social Security retirement benefits.
- State employees are experts in their own fields; however, many think making long-term investment decisions is overwhelming and difficult, and the current state of the financial markets makes this task more challenging.
- Clear, concise, and simple communications is vital for informing and educating participants on the benefits of Plan features and changes.

As a result, effective Spring 2009, we are making improvements to ensure that the State of Missouri Deferred Compensation Plan will be a smart, simple, savings solution for all state employees. Look for more detailed information beginning in January, including a series of on-site meetings conducted by ING.

Overview of Plan improvements

MOSERS and ING are working to reshape the Plan by focusing on changes to these areas:

| | Current Plan | New Plan |
|--|---|--------------------------------------|
| Average Investment Option Expense Ratio | Higher compared to average peer plans | Lower compared to average peer plans |
| Complexity | High | Low |
| Maintenance Required | Regular review | None |
| Ability to reach retirement income goal | May vary depending on fund choices/ diversification | Higher probability |
| Portfolio Diversification | Low/difficult to attain by all participants | Higher probability |

Conclusions regarding the future direction of the State of Missouri Deferred Compensation Plan are not taken lightly, but rather are reached after extensive research and due diligence. We believe that these improvements will accomplish the mission outlined for the Plan.

For more information, go to <https://mo.ingplans.com> or call 1-800-392-0925.